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Guild Asks Merging Papers to Keep Full Staffs to '67

By DAMON STETSON

The Newspaper Guild of New York disclosed yesterday the details of its major demands on the three newspapers seeking to merge here.

The proposals covered a wide variety of issues, including severance pay, union security, overtime, vacation replacements, insurance, automation and other matters.

Thomas J. Murphy, executive vice president of the guild, said he also told the publishers that his union was prepared to negotiate beyond the date of merger if the new corporation, World Journal Tribune, Inc., would retain intact the entire staffs of the three newspapers until March 30, 1967.

"For my best friend," he said, "I couldn't do it cheaper."

He noted that the three newspapers—the Herald Tribune, The Journal-American and The World-Telegram and the Sun—asserted they were losing money as they were now operating. He contended, however, that it would be cheaper for them to go ahead with the merger, but amortize the costs of maintaining the full staffs over a 10-year period.

The three newspapers have not announced the date when they would like to merge, but there have been unconfirmed reports that it might be next week and that some employees from The Herald Tribune would move to The World-Telegram building on Barclay Street next weekend. The morning, afternoon and Sunday newspapers of the new corporation are scheduled to be published at The World-Telegram plant.

The Justice Department in Washington is continuing its investigation of the merger plan. The World-Telegram who is "We're still checking figures," a spokesman for the Antitrust Division said yesterday.

Mr. Murphy and Guild leaders from the three newspapers

met with representatives of the publishers throughout the day yesterday at the offices of the Publishers Association of New York City. The World-Telegram and The Journal-American are members of the association; The Herald Tribune withdrew last fall. The new corporation has applied for membership in the association, it was learned.

Proposals Listed

Mr. Murphy said he presented the following proposals for a new contract to the publishers' negotiators during the all-day session:

No farming-out of work and the elimination of all freelance and casual work; a full union shop; a five-day week with all employees having consecutive days off; two weeks' notice for any schedule changes and no calling in of employees on days off.

Also, no overtime work; a minimum wage for each classification in the city; replacement for employees who go on vacation; strict observance of seniority in all layoffs and four weeks notice before layoffs.

Also, no layoffs of employees whose work might be taken over by a computer in use at The World-Telegram, and continuation of these people on the payroll until attrition of the staff makes a place for them; the right to resign with severance pay as long as people who were dismissed at the time of merger remain on the rehiring list; unlimited severance based on length of service, and group life insurance for all employees in the Guild's jurisdiction.

Mr. Murphy said the publishers gave no answer to the Guild's proposals. John Green, assistant business manager of The World-Telegram who is heading the publishers' bargaining committee, declined to comment.

Mr. Murphy made it clear after the session that he also

expected the \$12-a-week increase, negotiated with other newspapers in the city last year, to be included in any contract with the new corporation.

The increase, spread over two years, provided for an average of \$6.50 the first year and \$5.50 the second. The second increase went into effect last week on The New York Times and The Daily News, which are not involved in the merger.

On the basis of the present pace of negotiations, Mr. Murphy said, the prospect of an early agreement with the new corporation is dim, despite reports of plans that the publish-

ers want to effectuate the merger quickly. He said the three publishers agreed yesterday that they had 1,737 full-time employees in Guild jurisdiction plus 82 on military or maternity leave.

The publishers indicated to the Guild last week that they wanted to cut the number of news, advertising and office workers in the Guild's jurisdiction from 1,608 to 896 on the newspapers to be published by the new corporation. Proposed reductions for craft employees would bring the total of dismissals to about 2,000 of the 5,700 now employed.